

# Equality Impact Assessment Template

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Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

## Assessor(s) Name and job title:

**Jim Fawcett, Economic Development Project Manager**

## Directorate and Team/School Name:

**Regeneration**

## Name, aim, objective and expected outcome of the programme/ activity:

**Name: Electric Vehicle Charging Infrastructure (EVCI) Strategy**

**Aim: To facilitate deployment of an Islandwide network of electric vehicle chargepoints.**

### Objectives:

- **To deploy an expanded network of electric vehicle chargepoints in council car parks and on-street**
- **To provide the basis for a tender specification to secure a Chargepoint Operator (CPO) to invest in the new network**
- **To secure the LEVI capital grant allocation and subsequently an income for the council from the charge points**
- **To encourage electric vehicle ownership by providing charging facilities for those who do not have them at home and reducing range anxiety**
- **To demonstrate to visitors that the Island has a good network of chargepoints should they travel in electric vehicles**

**Expected outcome: The installation of approximately 140 new charging sockets, bringing the total on council land to more than 200 by 2025, and a greater awareness amongst the community of the need for widespread charging infrastructure.**

Reason for Equality Impact Assessment (tick as appropriate)								
This is a <b>new</b> policy/strategy/service/system function proposal		Yes						
This is a proposal for a <b>change</b> to a policy/strategy/service/system function proposal function ( <i>check whether the original decision was equality impact assessed</i> )		No						
<b>Removal of a</b> policy/strategy/service/system function proposal		No						
<b>Commencing</b> any project/programme		Yes						
Equality and Diversity considerations								
Describe the ways in which the groups below may be impacted by your activity ( <b>prior to mitigation</b> ). The impact may be negative, positive or no impact.								
Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? ( <i>Where it cannot be diminished, can this be legally justified?</i> )
<b>Age</b> (restrictions/difficulties both younger/older)	<b>Positive</b> – older people may have greater range anxiety which refers to the electric vehicle running out of charge before the destination is reached. This proposal	<b>Yes</b>			57% of those who responded to the public consultation were aged 55 and over.	It is believed that the work undertaken to develop PAS1899 will have identified the	The Chargepoint Operator will be required to make their communications accessible to all users. This will	All chargepoints will be installed to PAS1899 accessibility standards. They will be located close to

	seeks to install more public EV charging facilities across the Island which should reduce range anxiety and provide convenient facilities for the quick charging of EVs..				Views expressed have been incorporated into the final strategy as far as possible.	needs of this group.	be made clear in the tender specification.	people's homes including on-street locations. Clear instructions will be provided.
<b>Disability</b> a) <b>Physical</b> b) <b>Mental health</b> (must respond to both a & b)	<b>Positive</b> - this group may have greater range anxiety which refers to the electric vehicle running out of charge before the destination is reached. This proposal seeks to install more public EV charging facilities across the Island which should reduce range anxiety and provide convenient facilities for the quick charging of EVs.	<b>Yes</b>		Accessibility of chargepoints and particularly dedicated charging bays being of sufficient size for use by people with mobility issues, including wheelchair users.	10% of those who responded to the public consultation reported having a disability. Views expressed have been incorporated into the final strategy as far as possible. At the consultation phase, groups representing disabled people were contacted separately and asked for comment.	PAS1899:2022 has been developed by the British Standards Institute in partnership with Motability. It specifies standards for chargepoints and chargepoint bays which should be met to improve disabled peoples' experience when using public chargepoints.	The Chargepoint Operator will be required to make their communications accessible to all users. This will be made clear in the tender specification.	All chargepoints will be installed to PAS1899 accessibility standards. They will be located close to people's homes including on-street locations. Blue badge holders will be considered a priority group for cable gullies and will not be required to pay a parking charge for use of the chargepoints. Clear instructions will be provided.
<b>Race</b>	<b>No impact</b>	<b>No</b>						

(including ethnicity and nationality)								
<b>Religion or belief</b> (different faith groups/those without a faith)	<b>No impact</b>	<b>No</b>						
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	<b>No impact</b>	<b>No</b>						
<b>Sexual orientation</b> (is your language inclusive of LGB groups?)	<b>No impact</b>	<b>No</b>						
<b>Pregnancy and maternity</b>	<b>Positive</b> – this group may have greater range anxiety which refers to the electric vehicle running out of charge before the destination is reached. This proposal seeks to install more public EV charging facilities across the Island which should reduce range anxiety and provide convenient facilities for the quick charging of EVs.	<b>Yes</b>				It is believed that the work undertaken to develop PAS1899 will have identified the needs of this group.	The Chargepoint Operator will be required to make their communications accessible to all users. This will be made clear in the tender specification.	All chargepoints will be installed to PAS1899 accessibility standards. They will be located close to people’s homes including on-street locations. Clear instructions will be provided.
<b>Marriage and Civil Partnership</b>	<b>No impact</b>	<b>No</b>						
<b>Gender reassignment</b>	<b>No impact</b>	<b>No</b>						

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

## H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity? To date through a public consultation exercise. Ongoing engagement with older and disabled people's representative groups should highlight any problems in delivery and operation of infrastructure.

Date of next review: 04 February 2024.

## H. Sign-off

**Head of Service/Director/Headteacher sign off & date:**

Name:

Date:

**Legal sign off & date:**

Name:

Date: